

Panaji, 22nd October, 1981 (Asvina 30, 1903)

SERIES II No. 30

OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU

GOVERNMENT OF GOA, DAMAN AND DIU

Department of Personnel and Administrative Reforms

Order

No. 3/17/74-PER(Vol. II)

The Administrator of Goa, Daman and Diu is pleased to promote on ad-hoc basis Shri R. P. Pal, permanent Grade II Officer of Goa, Daman and Diu Civil Service, presently officiating as Programme Officer, Directorate of Social Welfare, to Grade I post of the same service in the pay scale of Rs. 1100-1600 and to post him as Dy. Director of Education (Admn.) with immediate effect.

2. The above promotion will not bestow on the person any claim for regular appointment and the service rendered on ad-hoc basis in the Grade will not count for the purpose of seniority in that Grade for eligibility for promotion to the next higher Grade etc.

3. Shri R. P. Pal shall hand over the charge of the post to Smt. Philomena Fernandes, Administrative Officer, Directorate of Social Welfare, who shall look after current duties of the said post in addition to her own duties, until further orders.

By order and in the name of the Administrator of Goa, Daman and Diu.

G. H. Mascarenhas, Under Secretary (Personnel).

Panaji, 16th October, 1981.

Order

No. 4/2/79-PER

Read: Order No. 530.77. Div. I dated 12-9-1979.

In continuation of Government Order referred to above the Administrator of Goa, Daman and Diu is pleased to extend the deputation term of Shri V. Sinha as Commissioner, Labour and Employment, Government of Goa, Daman and Diu for a further period of one year w.e.f. 24-9-81 to 23-9-1982 on the existing terms and conditions.

By order and in the name of the Administrator of Goa, Daman and Diu.

G. H. Mascarenhas, Under Secretary (Personnel).

Panaji, 16th October, 1981.

Order

No. 6/1/81-PER

The services of Shri K. N. S. Nair, Grade II Officer of Goa, Daman and Diu Civil Service, presently working as Asstt. Director of Panchayats, are placed at the disposal of the Kadamba Transport Corporation Ltd., Panaji, for his appointment by temporary transfer on deputation as Secretary to Managing Director of the said Corporation.

2. The appointment of Shri Nair, as Secretary to Managing Director, will be governed by the terms and conditions of deputation in Government of India, Ministry of Finance (Department of Expenditure) Memo No. F.10(24)-E.III/60 dated 4-5-1961 as amended from time to time.

3. The period of deputation of Shri K. N. S. Nair shall be initially for a period of one year from the date of his joining the Corporation.

4. Consequent upon the temporary transfer on deputation of Shri Nair, the administrator of Goa, Daman and Diu is pleased to transfer Shri J. I. Antani, present Addl. Dy. Collector in the Collectorate of Goa, as Asstt. Director of Panchayat with immediate effect. However Shri Antani shall look after current duties of the post of the Addl. Dy. Collector in addition to his own duties as Asstt. Director of Panchayat until further orders.

By order and in the name of the Administrator of Goa, Daman and Diu.

G. H. Mascarenhas, Under Secretary (Personnel).

Panaji, 15th October, 1981.

Notification

No. 5/3/74-PER (Part)

In exercise of the powers conferred by sub-section (2) of section 9, sub-section (2) of section 12 and section 24 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, read with item (iii) of Serial No. 4 of Part III and item (iii) of Serial No. 1 of Part IV of the Schedule thereto and in supersession of the Government Notification No. SPL-EST-9364 (2) dated 24-10-72, the Administrator of Goa, Daman and Diu hereby specifies, in relation to the posts mentioned in column 2 of the Schedule appended hereto, the following appointing authority, the disciplinary authority, the penalties which the said disciplinary authority may impose and the appellate authority in the corresponding entries in columns 3, 4, 5 and 6 respectively of the said schedule.

SCHEDULE

Sr. No.	Description of post	Appointing Authority	Authority competent to impose penalties and which it may impose (with reference to item numbers in Rule 11)		Appellate Authority
			Authority	Penalties	
1	2	3	4	5	6
1.	All Group 'C' and Group 'D' posts in the Office of the Chief Electrical Engineer.	Chief Electrical Engineer.	Chief Electrical Engineer, Superintending Engineer.	All (i to iv)	Secretary (Industries and Labour).

By order and in the name of the Administrator of Goa, Daman and Diu.

G. H. Mascarenhas, Under Secretary (Personnel).

Panaji, 1st October, 1981.

Secretariat Administration and Coordination Division

Notification

No. 4-1-80-SA&C

Read: Notification No. 4-1-80-SA&C dated the 11th December, 1980.

In exercise of the powers of the Central Government under the Explanation to Section 25 of the Negotiable Instruments Act, 1881 (26 of 1881) delegated to him vide Government of India, Ministry of Home Affairs' Notification No. U.11030/2/73-UTL dated 28th June, 1973, the Lieutenant Governor of Goa, Daman and Diu is pleased to declare Monday, the 26th October, 1981 (Kartika 4, 1903) being first day of Diwali to be a public holiday for the District of Goa in lieu of holiday declared on Tuesday, the 27th October, 1981 vide notification referred to above. However, Tuesday, the 27th October, 1981 shall continue to be a public holiday for the Districts of Daman and Diu and is also declared as Restricted Holiday for Goa District in addition to the Restricted Holiday on Wednesday, the 28th October, 1981, already declared.

By order and in the name of the Administrator of Goa, Daman and Diu.

Damaso Rebelo, Under Secretary (SA&C).

Panaji, 19th October, 1981.

Planning Department

Order

No. 4-19-75-PLG-Vol. I

Read: Order No. 4-19-75-PLG-Vol. I dated 25-10-1980.

The ad-hoc appointment of the following Group 'A' and 'B' Gazetted Officers from the Common Statistical Cadre is continued further for a period from 1-10-1981 to 30-9-1982 or till the posts are filled on regular basis whichever is earlier:

- | | |
|----------------------------|---------------------|
| 1. Shri R. V. Urankar | Dy. Director |
| 2. Shri D. P. Naik | — do — |
| 3. Shri G. K. Verlekar | Statistical Officer |
| 4. Shri B. S. C. Dias | — do — |
| 5. Shri D. G. K. Bambolkar | — do — |
| 6. Shri C. J. R. Diniz | — do — |
| 7. Shri B. V. Dubhashi | — do — |
| 8. Shri M. R. Kulkarni | — do — |
| 9. Shri S. M. Naik | — do — |

- | | |
|------------------------|--------------------|
| 10. Shri R. B. Dessai | Research Assistant |
| 11. Shri Ivo Furtado | — do — |
| 12. Shri A. M. Shaik | — do — |
| 13. Shri J. L. M. Dias | — do — |
| 14. Shri D. Dessai | — do — |
| 15. Shri D. G. Natekar | — do — |
| 16. Shri V. B. Gharse | — do — |
| 17. Shri S. H. Bhat | — do — |
| 18. Shri M. G. Naik | — do — |
| 19. Shri M. S. Rane | — do — |

By order and in the name of the Administrator of Goa, Daman and Diu.

N. D. Vengurlekar, Planning Officer.

Panaji, 14th October, 1981.

Works, Education and Tourism Department

Order

No. 13/8/81-WET/HPHFT

Kum. Anita Barreto, Lecturer, Government Polytechnic is hereby temporarily appointed as Head of Department of Post Harvest Food Technology in the Government Polytechnic, Panaji with effect from 29-8-1981 (F.N) on an initial pay of Rs. 1100/- p.m. in the pay scale of Rs. 1100-50-1600 plus the usual allowances admissible from time to time.

The appointment is subject to the conditions specified in this Department's Memorandum No. 13/8/81-WET-HPHFT dated 22-8-81 and the rules and regulations laid down by Government from time to time.

The appointment is purely on ad-hoc basis and it will not bestow on the appointee any claim for regular appointment or promotion to higher post or seniority and his services will be liable to be terminated by one month's notice or with the payment of one month's salary in lieu of notice.

The appointment is also liable for termination in case the character and antecedent of the appointee is adversely so as to disqualify her from holding a post under the Government.

By order and in the name of the Administrator of Goa, Daman and Diu.

A. V. Pimenta, Under Secretary (Works, Education and Tourism).

Panaji, 17th October, 1981.

Order

No. 7/15-1/79-WET/ASR

Shri Ashok S. Rane, a candidate recommended by Union Public Service Commission is appointed on temporary basis as Assistant Engineer (Civil) in the Public Works Department in the scale of Rs. 650-30-740-35-810-EB-35-880-40-1000-EB-40-1200 (Revised) plus all other admissible allowances with effect from 3-8-1981.

2. The appointment is subject to the terms and conditions specified in the Memorandum of even number dated 23-9-1981.

3. His pay will be fixed according to rules.

4. He is posted in the same Division where he is presently working.

By order and in the name of the Administrator of Goa, Daman and Diu.

A. V. Pimenta, Under Secretary (Works, Education and Tourism).

Panaji, 17th October, 1981.

Notification

No. 7/10-11/81-WET

Subject: Constitution of a Control Board for Major Irrigation Projects.

In supersession of notification of even number dated 9-4-80, in this regard the Administrator of the Union Territory of Goa, Daman and Diu is pleased to reconstitute the 'Control Board' for the implementation of various Major and Medium Irrigation Projects which are in execution in this Territory of Goa, Daman and Diu as indicated below:—

1. Chief Minister — Chairman.
2. Minister (Agriculture) — Vice Chairman.
3. Chief Secretary — Member.
4. Development Commissioner — Member.
5. Finance Secretary — Member.

Revenue Department

Notification

No. 22/34/80-RD

Whereas it appears to the Appropriate Government (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as the "said land") is needed for public purpose for expansion of Muslim Burial place at St. Inez, Panaji.

And Whereas in the opinion of the Government the provisions of Sub-Section (1) of Section 17 of the Land Acquisition Act, 1894 (hereinafter referred to as the "said Act") are applicable.

Therefore the Government is pleased to notify under Section 4 of the said Act that the said land is needed for the purpose specified above.

The Government is pleased to direct under Sub-Section (4) of Section 17 of the said Act that the provisions of Section 5A of the said Act shall not apply in respect of the said land.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any Surveyors or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector after the date of publication of this Notification will under clause (Seventh) of

6. Director of Industries — Member.

7. Member Design and Research, C. W. C. — Member.

8. Director (Union Territories) C. W. C. — Member.

9. Chief Engineer (Irrigation Department) — Member Secretary.

2. The Control Board will meet at least twice in a year or as many times as required, to watch the progress of the Major and Medium irrigation projects and to make suggestions for coordination of various activities and to remove the bottlenecks which are coming on the way of smooth progress of the projects. The meeting will be held in Panaji, or at other places as convenient.

3. The Chief Engineer, Irrigation will be responsible to call a meeting at reasonable intervals and submit the papers in time as Member Secretary.

By order and in the name of the Administrator of Goa, Daman and Diu.

A. V. Pimenta, Under Secretary (Works, Education and Tourism).

Panaji, 7th October, 1981.

Local Administration and Welfare Department

Notification

No. 3-39-75-LSG (GEN)

Read: Government Notification No. 3-39-75-LSG (GEN) dated 5-10-1981.

In partial modification of the above notification, Shri J. P. Singh, Director of Education, is appointed as Administrator of Panaji Municipal Council, with effect from 12-10-81 (A.N.) in place of Shri R. I. Jai Prakash.

By order and in the name of the Administrator of Goa, Daman and Diu.

Alexandre Pereira, Under Secretary (Revenue).

Panaji, 14th October, 1981.

Section 24 of the said Act, be disregarded by the Officer assessing compensation of such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Official Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be duly notified in the Official Gazette.

4. The Government is further pleased to appoint under Clause (c) of Section 3 of the said Act, the Deputy Collector (Land Acquisition Officer), Panaji to perform the functions of the Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under Sub-Section (2) of Section 4 of the said Act, the following Officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Deputy Collector (Land Acquisition Officer), Panaji.
3. The Administrator of Panaji Municipal Council, Panaji/The President of Panaji Municipal Council, Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Deputy Collector (Land Acquisition Officer), Panaji from the date of this Notification.

SCHEDULE
(Description of the said land)

Taluka	Village/Ward	Plot No.	Survey No.	Names of the persons believed to be interested	Approximate area in sq. mts.
Tiswadi	Panaji	—	Chalta No. 1 (Part) of P. T. Sheet No. 112	H: M/s. Vanarai Realters. <i>Boundaries:</i> North: Road. South: Chalta No. 1 (Part) of P. T. Sheet No. 112. East: Chalta No. 3 of P. T. Sheet No. 102. West: Road and Chalta No. 1 (Part) of P. T. Sheet No. 112.	1600.00
Total					1600.00

This Notification is issued in supersession of the Notification No. 22/34/80-RD dated 9-9-1981 published in the Official Gazette No. 25, Series II dated 17-9-1981.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 15th October, 1981.

Notification

No. 22/130/81-RD

Whereas it appears to the Appropriate Government (hereinafter referred to as "the Government") that the land specified in the schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. For construction of Drinking water well at Ponchavadi-Ponda.

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this Notification, will under clause (seventh) of Section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Official Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Land Acquisition Officer, P.W.D. (CELL), Panaji to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section (4) of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Land Acquisition Officer, P.W.D. (CELL), Panaji.
3. The Executive Engineer, Works Division XVII, P. W. D., Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Land Acquisition Officer, P. W. D. (CELL), Panaji for a period of 30 days from the date of publication of this Notification in the Official Gazette.

SCHEDULE
(Description of the said land)

Sr. No.	Taluka	Village/Ward	Plot No.	Survey No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6	7
	Ponda	Ponchavadi		145/2 (Part)	H: Shri Rama Vithal Parab. T: Shri Naru Bhanu Gaonkar. Shri Datta Chandru Gaonkar. <i>Boundaries:</i> North: Survey No. 145. South: Survey No. 145. East: Survey No. 145. West: Survey No. 145.	500-00
Total						500-00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 1st October, 1981.

Notification

No. 22/69/81-RD

Whereas it appears to the Appropriate Government (hereinafter referred to as "the Government") that the land specified in the schedule hereto (hereinafter referred to as the "said land") is likely to be needed for purpose of the Company viz. for construction of building for Mapusa Urban Co-Operative Bank Ltd. at Mapusa.

And Whereas in the opinion of the Government the provisions of Sub-Section (1) of Section 17 of the Land Acquisition Act, 1894 (hereinafter referred to as the said Act) are applicable.

Therefore the Government is pleased to notify under Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

The Government is pleased to direct under Sub-Section (4) of the Section 17 of the said Act that the provisions of Section 5A of the said Act shall not apply in respect of the said land.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this Notification, will under clause (seventh) of Section 24

of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Official Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified in the Official Gazette.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Deputy Collector (Land Acquisition Officer), Panaji to perform the functions of a Collector under the said Act, in respect of the said land and direct him to submit his report under Rule 4(1) of the Land Acquisition Rules, 1963.

5. The Government is also pleased to authorise under Sub-Section (2) of Section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Deputy Collector (Land Acquisition Officer), Panaji.
3. The Registrar of Co-Operative Societies, Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Deputy Collector (Land Acquisition Officer), Panaji for a period of 30 days from the date of publication of this Notification in the Official Gazette.

SCHEDULE

(Description of the said land)

Taluka	Village	Plot No.	Survey No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6
Bardez	Mapusa	—	Survey No. 2, Sub. Div. No. 1 (part) P. T. Sheet No. 155	H: Comunidade. T: Sodiencar. North: Survey No. 2/1 (part) of P. T. Sheet No. 155 and road. South: Chalta No. 1 of P. T. Sheet No. 155. East: Survey No. 2/2 of P. T. Sheet No. 155. West: Survey No. 2/1 of P. T. Sheet No. 155.	1200.00
			Survey No. 2, Sub. Div. No. 2 (part) P. T. Sheet No. 155	H: Comunidade. T: Sacaram. North: Survey No. 2/2 of P. T. Sheet No. 155. South: Chalta No. 1 of P. T. Sheet No. 155. East: Survey No. 2/3 of P. T. Sheet No. 155. West: Survey No. 2/1 of P. T. Sheet No. 155.	675.00
			Survey No. 2, Sub. Div. No. 3, (part) P. T. Sheet No. 155	H: Comunidade. T: Ramkrishna Chikalikar. North: Survey No. 2/3 of P. T. Sheet No. 155. South: Chalta No. 1 of P. T. Sheet No. 155. East: Survey No. 2/3 of P. T. Sheet No. 155. West: Survey No. 2/2 of P. T. Sheet No. 155.	750.00
Total					2625.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 16th October, 1981.

Notification

No. 22/122/81-RD

Whereas it appears to the Appropriate Government (hereinafter referred to as "the Government") that the land specified in the schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. For construction of Government Primary School Building at Palem-Siridao.

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the "said Act") that the

said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this Notification, will under clause (seventh) of Section 24 of the said Act, be disregarded by him while assessing

compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Official Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Dy. Collector, Goa North Division, Panaji, to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section (4) of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Deputy Collector, Goa North Division, Panaji.
3. The Director of Education, Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Deputy Collector, Goa North Division, Panaji, for a period of 30 days from the date of publication of this Notification in the Official Gazette.

SCHEDULE

(Description of the said land)

Sr. No.	Taluka	Village/Ward	Plot No.	Survey No.	Names of the persons believed to be interested	Approximate area in sq. mts.
	Tiswadi	Siridao	—	Survey No. 52 Sub-Div. No. 3 (Part)	M/s. Dempo Estate Siridao Pvt. Ltd. <i>Boundaries:</i> North: Survey No. 52/3. South: Survey No. 64/2. East: Survey No. 52/3. West: Survey No. 52/3.	1600.00
Total						1600.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 29th September, 1981.

Notification

No. 22/127/81-RD

Whereas it appears to the Appropriate Government (hereinafter referred to as "the Government") that the land specified in the schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. for construction of Toilet blocks, Public water Tap etc. under Minimum Needs programme at Corlim, Mapusa (additional area).

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this Notification, will under clause (seventh) of Section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Official Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Deputy Collector, Goa North Division, Panaji, to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section (4) of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Deputy Collector, Goa North Division, Panaji.
3. The Chief Town Planner, Town and Country Planning Department, Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Deputy Collector, Goa North Division, Panaji, for a period of 30 days from the date of publication of this Notification in the Official Gazette.

SCHEDULE

(Description of the said land)

Sr. No.	Taluka	Village/Ward	Plot No.	Survey No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6	7
	Bardez	Mapusa	—	Chalta No. 40 of P. T. Sheet No. 115	Comunidade of Corlim. <i>Boundaries:</i> North: Chalta No. 18 & 20 of P. T. Sheet No. 115. South: Chalta No. 40 of P. T. Sheet No. 115. East: Chalta No. 20 & 21 of P. T. Sheet No. 115. West: Rain water drain.	171.00
Total						171.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 1st October, 1981.

Notification

No. RD/LRC/47/71/75(1) Part

In exercise of the powers conferred by section 4 of the Goa, Daman and Diu Land Revenue Code, 1968 (9 of 1969), the Administrator of Goa, Daman and Diu hereby amends the Government Notification No. RD/LRC/47/71/75 dated 31-10-1975 published in the Official Gazette Series II No. 33 dated 13-11-75 (hereinafter called the "said notification") as follows; namely:—

In the Schedule appended to the said notification, after Sr. No. 10 and the entries relating thereto the following Sr. No. and entries shall be inserted namely:—

"11 Enquiry Officer, Mapusa.	Survey and Settlement Officer,	Mapusa Urban area."
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By order and in the name of the Administrator of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 6th October, 1981.

Notification

No. RD/LQN/284/78

The Government Notification No. RD/LQN/284/78 dated 22-12-1978 regarding acquisition of land for construction of Residential Quarters for Officers/Staff for Indian Oil Corporation admeasuring 17,875.00 square meters published in the Official Gazette No. 40 Series II, dated 4-1-79 is hereby cancelled with immediate effect.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 12th October, 1981.

Public Health Department

Order

No. 5/34/81/PHD

On the recommendation of the Local Selection Committee, Dr. (Mrs.) Rati Kamat is hereby appointed on ad-hoc basis to the post of Eye Surgeon and posted at Primary Health Centre, Diu under the Directorate of Health Services, Panaji with immediate effect, on the terms and conditions contained in Government Memorandum No. 5/181/80-PHD dated 30-7-81.

The above appointment is however subject to the verification of character and antecedents.

The appointment will not bestow on the person a claim for regular appointment and the service rendered on ad-hoc basis in the grade would not count for the purpose of seniority in that grade and for eligibility for promotion to the next higher grade.

By order and in the name of the Administrator of Goa, Daman and Diu.

M. S. Sail, Under Secretary (Health).

Panaji, 7th October, 1981.

Order

No. 5/4/79-PHD

On the recommendation of the Union Public Service Commission Shri S. N. Tripathi is hereby appointed to the post of Assistant Drugs Controller under the Directorate of Health Services, Panaji with effect from 1-11-81 on the terms and conditions contained in Government Memorandum of even number dated 14-5-81.

The above appointment is however subject to the verification of character and antecedents.

The above candidate has been medically examined and found fit by the Central Standing Medical Board, New Delhi.

By order and in the name of the Administrator of Goa, Daman and Diu.

M. S. Sail, Under Secretary (Health).

Panaji, 7th October, 1981.

Industries and Labour Department

Order

No. 28/2/79/3981

The following Award given by the Industrial Tribunal Goa, Daman and Diu is hereby published as required under the provisions of Section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947).

By order and in the name of the Administrator of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 9th September, 1981.

IN THE INDUSTRIAL TRIBUNAL GOA, DAMAN AND DIU, AT PANAJI

Reference No. IT/14/81

The Workmen of M/s. Madras Rubber Factory Ltd. through M. R. F. and Rubber Industries Workers' Union, Ponda, Goa.

— Party-I

V/s.

M/s. Madras Rubber Factory Ltd., Usgao, Ponda, Goa.

— Party-II

Panaji, 27-8-1981.

(Before Dr. Renato de Noronha, Hon'ble Presiding Officer)

AWARD

This is a Reference made by the Government of Goa, Daman and Diu, by its order No. 28/22/81-TLD dated 15th June, 1981, which, in the annexure thereto, reads as follows:

"Whether the demand of the workmen of the M. R. F., Ponda, Goa raised in the Charter and incorporated hereunder is legal and justified?

1. Pay Scales and Classification:

The present classification and gradation of workmen to be changed to Group I, Group II, Group III, Group IV and Group V with the piece rate wage of Rs. 30/-, Rs. 25/-, Rs. 20/-, Rs. 15/- and Rs. 10/- respectively.

2. Pay Scales for Engineering Workmen:

The engineering workmen of the factory to be paid fixed monthly salary as against the present piece rate system of wage payment. Such fixation to be done for the engineering workmen starting from the highest salary of Group I Operator.

3. Dearness Allowance:

Fixed dearness allowance to be introduced at the rate of Rs. 550/- per month to all the workmen.

4. Variable Dearness Allowance:

Variable Dearness Allowance to be introduced at the rate of Rs. 2/- per point for rise or fall beyond 371 points of All India Consumers Price Index with Rs. 60-100 as base. Such variable dearness allowance to be adjusted every quarter based on the average workmen for quarter ending September, December, March and June. Such changes in the D. A. and V. D. A. to be introduced with effect from 1-10-1980.

5. Weightage:

Weightage in service to be given according to seniority at the rate of Rs. 15/- for every completed year of service from the date of joining.

6. Privilege Leave:

Earned leave to be granted at the rate of one day for every ten days of attendance in the calendar year,

and absence on account of leave or sickness, special leave, privilege leave or leave under the Employees' State Insurance Scheme should be included as day's work for the purpose of calculating the leave. Also, the leave should be accumulative up to 60 days. Casual leave to be introduced for 15 days in a calendar year, Sick leave to be introduced for 15 days in a year.

7. Wages for Weekly Day of Rest:

Workmen should be paid full wages for the weekly day of rest after having worked for six days in the week.

8. Enhancement of House Rent Allowance:

Workmen should be paid house rent allowance at the rate of 30 per cent of monthly wage or Rs. 150/-, whichever is higher, as against flat payment of Rs. 20/- at present.

9. Payment of 100 per cent Fall Back Wages for the period of Holdup or Breakdown:

A piece-rated worker to be paid 100 per cent fall back wages in the event of such breakdown or holdups taking place.

10. Introduction of Shift Allowance for 2nd and 3rd shift:

Shift allowance to be introduced at the rate of Rs. 5/- per shift per head for second shift and Rs. 7/- per shift per head for the third shift.

11. Enhancing of paid Holidays:

Paid holidays should be granted for 14 days per year as against seven days paid at present.

12. Privilege Leave:

Privilege leave to be granted for one day for every ten days worked.

13. Casual Leave:

Casual leave to be granted for 15 days in a calendar year.

14. Sick Leave:

Sick leave to be allowed for 15 days with wages in a year exclusive of E. S. I. leave.

15. Weekly Off:

Payment should be made @ 1½ times of extra wage for working on normal weekly day of rest.

16. Payment of House Rent Allowance:

The existing fixed house rent allowance to be revised at the rate of 30 per cent of monthly pay or Rs. 150/-, whichever be more.

17. Wages for Breakdown or Hold-Ups:

100 per cent payment of fall back wages to be paid for the period for breakdown and hold-up.

18. Job Description:

Job description of the existing jobs to be made.

19. Leave Travel Concession:

Leave travel concession to be given to all workmen @ Rs. 800/- per year.

20. Uniforms:

Uniforms to be supplied to the workmen in tyre building, curing section and to watchmen, besides washing allowance @ Rs. 15/- per month.

21. Free Transport:

Free transport to be provided to all the workmen to pick up duties and in the event of bus strike, agitation or accidents full salary to be paid for days workmen not being able to attend duties.

22. Out-Duty Allowance:

Out Duty Allowance to be paid at the rate of Rs. 15/- to the drivers while on duty.

23. Trainees and Training period:

All trainees should be kept in Group-IV category. Training period should be reduced to three months. No Trainee should be put on independent charge.

24. Leave Reserve Workers:

Leave reservation to be provided to the extent of 100 per cent or above to Group C.

25. Canteen Supervisor:

Canteen supervisor to be appointed and canteen subsidy to be made available to the extent of 75 per cent of the total costs.

26. Demands for Milk Supply:

Free milk to be supplied to all the workmen in Banbury laboratory and other engineering sections of the factory.

27. Free Tea:

Free tea to be supplied twice besides snacks per shift to all the workmen of the factory.

28. Library Facilities:

Recreation room to be provided together with library facilities.

29. Recreation Room Facilities:

Adequate recreation room facilities to be provided in the factory.

If the answer be in the negative, to what relief if any, are the above mentioned workmen entitled to under the separate heads of demand and from which date."

2. Notice was issued to Party-I to file its statement of Claim and, on the date so fixed, both the parties remained present before this Tribunal and filed a joint memo of settlement of all their disputes, including those subject matter of this reference, praying that an award in terms of settlement be made in respect of the demands referred for adjudication and to treat other clauses of the settlement falling outside the order of reference as agreement between the parties.

3. I have perused the terms of settlement which are attached hereto and shall form part of this award and arrived at the conclusion that they are reasonable and fair to both the parties. Hence, I accept them and pass the following order:

ORDER

Consent Award in terms prayed for is hereby made.

No order as to the costs.

Dr. Renato de Noronha

Presiding Officer,
Labour Court.

Memorandum of the Settlement under Section 2(p) read with Section 18(1) of the Industrial Disputes Act 1947 between the Management of MRF Limited, Ponda, Goa and their workmen represented by the Goa MRF and Rubber Industries Workers' Union, Ponda, Goa, in the matter of 48 points Charter of Demands raised by the Union vide their Charter of Demands dated 24-7-1980

NAMES OF THE PARTIES

Representing the Management:

1. Mr. E. M. Mathai, Plant Manager, MRF Limited, Ponda - Goa.

2. Mr. R. V. Gaitonde, Asst. Personnel Manager, MRF Limited, Ponda - Goa.

3. Mr. P. D. Athalye, Asst. Manager Management Services, MRF Limited, Ponda - Goa.

Representing the Union:

1. Mr. George Vaz, Vice-President, The Goa MRF and Rubber Industries Workers Union, Ponda - Goa.

2. Mr. Raghu Gawde, Vice-President (N) The Goa MRF and Rubber Industries Workers Union, Ponda-Goa.

3. Mr. Anthony Fonseca, General Secretary, The Goa MRF and Rubber Industries Workers Union, Ponda-Goa.

4. Mr. Joaquim Pereira, Secretary, The Goa MRF and Rubber Industries Workers Union, Ponda - Goa.

5. Mr. Raghuvir Chipker, Honorary Treasurer, The Goa MRF and Rubber Industries Workers Union, Ponda - Goa.

6. Mr. Peter Clemente, Executive Member, The Goa MRF and Rubber Industries Workers Union, Ponda - Goa.

SHORT RECITAL OF THE CASE

The Workmen of MRF Limited, Ponda-Goa, through the Goa MRF and Rubber Industries Workers' Union, raised 48 points Charter of Demands before the employers of MRF Limited, Ponda, Goa, under their letter dated 24-7-1980, after simultaneously submitting the termination notice of 2 months under Section 19(2) of the Industrial Disputes Act, 1947, terminating the settlement dated 16-10-1976 signed between MRF Limited (Goa Unit) and their workmen.

The matters under dispute were firstly discussed bilaterally between the parties but no agreement could be reached and hence the employers approached the Commissioner Labour and Employment under letter dated 28-1-1981. Also, the Union approached the conciliatory machinery for intervention under their letter dated 28-1-1981. The matters were accordingly seized in the course of joint discussions on 29-1-1981 which were later converted into conciliation proceedings on 31-1-1981.

Even after prolonged discussions, the matter could not be resolved and proceedings came to a stage of failure of conciliation. At this stage, the Union served a Notice of Strike dated 16-2-1981 showing the intention of going on strike with effect from 17-2-1981 which they did.

As the industrial relations were thus disrupted, the Hon'ble Labour Minister, Govt. of Goa, Daman and Diu, convened a joint meeting of the parties on 18-2-1981 and impressed upon them to resolve the matters in the large interest. As a result, both the parties jointly approached the Commissioner Labour and Employment, Govt. of Goa, Daman and Diu and requested him under sub-section 6 of Section 12 of the Industrial Disputes Act 1947 to intervene in the matters for a negotiated settlement. This was allowed and the conciliation proceedings were re-opened and again continued with meetings in the course of conciliation proceedings but no agreement could be arrived at and a further failure was reported on 23-2-1981 and a report of failure on Failure of Conciliations was submitted to the Government on 13-3-1981.

The Union Representatives had asked for the intervention of Hon'ble Chief Minister of Goa, Daman and Diu, Shri Pratapsing Rane earlier, who initiated talks after calling the parties for discussion. As a result of his intervention and after a number of meetings at the instance of Chief Minister where he made certain suggestions for resolving the issues and the parties were asked to arrive at a settlement on the suggestions made. At this stage, the Government of Goa, Daman and Diu through the Department of Industries and Labour, issued an order 28/22/81-ILD dated 15-6-1981, referred under clause (d) of sub-section 1 of Section 10 of the Industrial Disputes Act 1947, the 29 demands out of 48 demands raised in the Charter of Demands by the Union, for adjudication to Industrial Tribunal Goa, Daman and Diu and by a separate order of even number dated 16-6-1981, prohibited the continuance of strike. The 29 demands referred to Industrial Tribunal for adjudication and given in the schedule to the reference order in question which is reproduced in the Annexure "A" to the settlement. The negotiations between the parties however, continued even thereafter. As a result of protracted discussions between the parties, the dispute is amicably settled between them and on the terms and conditions set out herein below, in full and final settlement of the Charter of Demands dated 24-7-1980, in respect of workmen other than clerical staff.

TERMS OF THE SETTLEMENT

Part I

1. Wage structure and Administration:

(a) *Job Description and Classification:* The classification of jobs into 4 groups viz. Group I, Group II, Group III and Time Scale Workmen shall be shown in Annexure "B" to this settlement. The individual workman shall be placed in a particular group based on the work performance and job evaluation conducted by Industrial Engineering Department of the Company.

(b) *Piece Rate:* The Piece Rate for workmen falling in Group I, Group II and Group III shown in Annexure "B" above shall be revised with effect from 1-10-1980 and shall be as under:

Category	Piece Rate at 100% Production
Group I	Rs. 23/- per shift.
Group II	Rs. 18.50 per shift.
Group III	Rs. 14.25 per shift.

The above Piece Rate earning will be straight one starting from performance of 0% to 100%. The Piece Rate charts for individual jobs and crew jobs will be published within 15 days of signing of this settlement.

2. Breakdown/Hold-up Allowance:

(a) The existing practice of payment of Breakdown/Hold-up will continue subject to the following modifications:

(i) Instead of 50% as in practice, the amount payable will be modified as 60% of the Piece Rate Earnings, provided the performance during the available working time is maintained at 100%. If the performance during the working time is not maintained at 100%, workmen shall be paid 60% of the average earnings of last 3 months in an hourly rate.

(ii) Instead of continuous period of one hour and above as in practice, the period applicable will be modified as a continuous period of half an hour and above.

(iii) In case of breakdown for entire full shift, 60% of previous 3 months average Piece Rate earnings of that individual will be applicable for that day.

(iv) For the purpose of calculation all the breakdowns as per clause (ii) above will be added at the end of the shift and 15 minutes and above will be rounded off to nearest half an hour.

Whenever a workman is detailed to any job other than his permanent job, he will be paid the piece rate earnings of the job to which he is detailed.

(The Expression breakdown/hold-up includes shutdown on account of power, power failure and the like beyond the control of the workman. This is without prejudice to the management right to lay-off the workmen as per Section 2, read with Section 25(c) of the Industrial Disputes Act, 1947).

It is further agreed by the Union and the Management that in the event of the workmen completing 100% of their schedule performance before the end of the day's shift, the workmen will continue to work during the remaining hours of the shift and achieve higher production and more wages.

(b) *Wages for Indirect Workmen:* The present system of calculation of Piece Rate Earnings for indirect workmen other than watchmen and drivers will continue. However, the total piece rate earnings for Engineering Workmen will be multiplied by factor 1.04 to calculate their piece rate earnings. Indirect piece rate calculations are shown in the Annexure "C" to this settlement.

3. Time scales of pay for Drivers and Watchmen:

Effective from 1-10-1980, the time scales of pay for Drivers and Watchmen shall be as shown below:

(i) Pay Scale for Watchmen:

Rs. 297-3-312-6-372 (15 years span).

(ii) Pay Scale for Drivers:

Rs. 388-3-403-6-463 (15 years span).

Fitting Formula:

The existing permanent (as on 1-10-1980) Drivers and Watchmen shall be fitted at Rs. 403/- and Rs. 312/-, respectively, in their respective payscales as shown above and the difference between their above basic pay and the wages that could have been accrued to him had he remained in the old scheme will be paid to him as his personal pay.

The personal pay will be part of the basic pay and will be taken into account for the purpose of calculating benefits like Provident Fund, Bonus, Gratuity, ESI, Overtime and the like. The Personal Pay will not be applicable to future employees.

ILLUSTRATION:

Driver II Grade:

Old P. R. at 100%	=	26 × 15.5	=	Rs. 403/- month
New P. R. at 100%	=	26 × 18.5	=	Rs. 481/- month
Difference in P. R.	=	481 - 403	=	Rs. 78/- month

Driver with years of confirmed service as below 1-10-1980	New Basic	Personnel Allowance	Service Benefit	Total
Less than 1	403	78	0	481
More than 1	403	81	12	496
" " 2	403	84	24	511
" " 3	403	87	36	526
" " 4	403	90	48	541
" " 5	403	93	60	556
" " 6	403	96	72	571

Watchmen III Grade:

Old P. R. at 100%	= 26 × 12	= Rs. 312/- month.
New P. R. at 100%	= 26 × 14.25	= Rs. 370.50/- month.
Difference in P. R.	= 371.00 — 312	= Rs. 59/- month.

Watchmen with Yrs. of confirmed Service as below 1-10-1980	New Basic	Personnel Allowance	Service Benefit	Total
Less than 1	312	59	0	371
More than 1	312	62	12	386
" " 2	312	65	24	401
" " 3	312	68	36	416
" " 4	312	71	48	431
" " 5	312	74	60	446
" " 6	312	77	72	461

4. Dearness Allowance:

(a) *Fixed Dearness Allowance:* It is agreed that a fixed Dearness allowance shall be paid to all workmen at the rate of Rs. 300/- (Rs. three hundred only) per month. This fixed Dearness Allowance is at the AAICPI points 381 (1960 = 100) (daily rated workers will be paid Dearness Allowance by dividing the monthly amount by 26 working days i.e. Rs. 11.54).

(b) In addition to the Fixed Dearness Allowance all workmen will be paid a Variable Dearness Allowance on the following basis:

(i) For every point variation in the AAICPI figure above 381 points (1960 = 100) there will be an increase or decrease in the VDA as the case may be at the rate of Rs. 1.30 per point. However, such decrease shall not come down below points 381.

(ii) The VDA shall be revised quarterly and adjusted from 1st June, 1st September, 1st December and 1st March every year on the basis of the average AAICPI number for the quarter ending 31st March, 30th June, 30th September and 31st December.

5. Weightage:

Service weightage shall be increased from Rs. 3/- to Rs. 6/- payable on 1st January every year to all confirmed workmen on the rolls of the establishment as on 31st December of the preceding year. The workman who is confirmed in the 1st quarter of the year will also be eligible for one weightage increment at the time of his confirmation.

6. Service Benefit:

In addition to the weightage given in clause 5 above, a Service Benefit Payment will be given to all confirmed work-

men who are in service on the date of signing of this settlement and who have completed as on 1-10-1980, number of years of service as indicated in the Chart below:

Length of Service (counted from the date of confirmation to 1/10/1980)	Amount Payable per month Rs.
6 years and above	72.00
5 years	60.00
4 years	48.00
3 years	36.00
2 years	24.00
1 year	12.00

The above service benefits shall be taken into account for the purpose of Provident Fund, ESI, Overtime, Bonus, Gratuity and the like. This payment will be considered only for those who have completed the above years of service as mentioned above. This Service Benefit will not be applicable to future employees or the existing employees who have not qualified to get the above benefits as on 1-10-1980. The above benefit payment will be treated as a part of total wage.

7. Manpower Requirement:

It is agreed that the Union will be kept informed by the Management from time to time about any change in the Manpower Requirement and standards as and when introduced by Industrial Engineering Department.

8. Promotion to Higher Grade:

The Management agrees that when vacancies arise in Grade I and Grade II, such vacancies will be filled by promoting an incumbent from the lower grade, based on factory seniority as a policy subject to his aptitude and appointment shall be on probation, if necessary. Such vacancies will be notified in the Notice Board.

9. Leave Reserve — Condition of Service:

The Leave Reserve workers will be treated as Group III Production Workmen. When detailed to a Piece Rate job, he shall be paid the Piece Rate Earnings of the particular job. When he is not assigned any piece rated job, his earnings will be the same as applicable to Group III Production Workmen in similar conditions.

10. Trainees & Probationers:

The prevailing practice as covered in clause 15 of the earlier agreement dated 16-10-1976 shall continue. As a rule, the production trainee will not be put for work in Engineering Department without prejudice to agreement between the parties dated 1-8-1979.

11. Goods Carriage:

All grievances regarding goods carriage will be discussed in a Joint Grievance Committee to be set up as early as possible.

12. Facilities to the Union for Functioning in the Factory:

(a) The Management agrees to give all existing facilities to Union Office Bearers to attend the formal Management/Union meetings or for attending conciliation and adjudication proceedings or such other trade union activities relating to the factory.

(b) The Management agrees to facilitate the functioning of the Union by paying towards Union Office Rent an amount of Rs. 111/- per month or 50% of the rent actually charged whichever is lower.

13. (a) *New Departments/New Jobs:* Whenever a new department/new job has been created in the factory, until

job description/grades have been finalised, an interim wage will be paid to the new probationer/confirmed workmen who have been put on the above jobs. The interim wages will be Rs. 10/- per day (against his piece rate).

(b) *New Standards/Change in Standards:* When a new job is introduced, the Industrial Engineering Department will study and fix the standards. Until such time Industrial Engineering Study and fixation of final standards is decided, the workmen shall be paid on the basis of interim standards fixed by Industrial Engg. Dept. Once the final standards is fixed/revised, these will be given a retrospective effect from the date of introduction of interim standards.

Part II — OTHER ALLOWANCES

1. House Rent Allowance:

It is agreed that effective from 1-10-1980, all confirmed workmen shall be paid a House Rent Allowance which will be enhanced from existing Rs. 20/- to Rs. 35/- per month. In case a workman is unauthorisedly absent for more than 15 days continuously in a month, proportionate reduction shall be made in the House Rent Allowance.

2. Washing Allowance:

It is agreed that effective from 1-10-1980, the amount of Washing Allowance shall be increased from Rs. 4/- to Rs. 10/- per month per worker who is provided with Uniforms.

3. Shift Allowance:

The workmen working in the 2nd and 3rd shifts will continue to get the Shift Allowance at the existing rates.

4. Attendance Bonus:

It is agreed that effective from 1-10-1980, the payment of Attendance Bonus shall be Rs. 10/- per month and shall be payable subject to following conditions:

All workmen who are present for work on all scheduled working days in a Calendar Month shall be eligible for full attendance bonus. Absence of workmen by prior sanction of privilege leave, casual leave and company sick leave shall be reckoned as days of his presence for the purpose of calculating the Attendance Bonus. In case of ESI workmen, 3 days Sick Leave in a year shall be treated as days of presence for this purpose.

The workmen remaining absent for 1 day in a Calendar month shall be eligible to Rs. 5/- as Attendance Bonus. A workman being absent for more than 1 day in a Calendar month shall not be eligible to any Attendance Bonus.

5. Medical Benefits:

Existing Medical Benefits as now made available to the workmen i.e. part time Medical Officer and minimum medicines for emergency illness and a standby ambulance shall continue. The workman now covered under the ESI scheme by virtue of his drawing wages above Rs. 1,000/- per month, will be covered by a Group Insurance Scheme to be introduced by the company within the next three months. The Union will be consulted while introducing the scheme. The company will also introduce medical subsidy of Rs. 200/- per Calendar Year towards the expenses incurred for medicines and doctor's bills for treatment received by him and his family which shall be reimbursed against the production of bills. The unutilised amount of medical subsidy can be accumulated for 3 years. Any workman who is presently covered under the ESIS ceases to be so covered, the concerned workman will be entitled to the medical subsidy amount only after the expiry of the benefit period under the ESIS and will be due to medical subsidy amount on pro-rata basis after the expiry of the benefit period and till the end of the Calendar Year.

6. (a) *Calculation of Overtime Payment:* Overtime Payment will be calculated at double the normal rate of wages as per provisions of the Factories Act 1948 (Including the Piece Rate wages).

(b) *Wages for Working on Weekly Off Day and Holidays:* It is agreed that workmen required to work on his weekly

off shall be paid quarter extra wages for such day over and above his normal wage for that day. This will, however, not cause any prejudice to his claim of overtime under the provisions of section 59 of the Factories Act 1948. Such workmen will also be entitled to a Compensatory Off.

(c) When workmen are required to work on Company Declared Paid Holiday, they will be paid one normal wage and one and half times extra wage but no compensatory off. If the compensatory off is given, they will be paid one normal wage and one half extra wage for that day.

7. Outduty Allowance:

It is agreed that workmen sent on outdoor duty outside the factory premises and have to stay out during lunch hours will be paid Rs. 4/- as lunch allowance for that day. In case the workman sent for outdoor work necessitating overnight stay at outstation, such workmen shall be paid Rs. 12/- per day towards boarding and lodging expenses.

8. Festival Advance:

It is agreed that the Festival Advance will be enhanced from Rs. 300/- to Rs. 500/- in a Calendar Year to be deducted in 10 equal instalments. All other conditions of Festival Advance as existing for the present shall continue.

9. Advance for Education of Children:

It is agreed that subject to satisfactory proof, a non-refundable advance to the maximum of Rs. 50/- per annum shall be granted to permanent workmen as an assistance to meet the expenses for books, etc. for his school going children. The amount in question shall be paid at the commencement of the Academic Year out of the Welfare Fund administered for Welfare Activities.

Part III — FRINGE BENEFITS

1. (a) *Earned Leave:* Effective from 1-1-1981, all the workmen who have worked for 240 working days in a preceding Calendar Year, shall be entitled to leave at the rate of 1 day for every 15 days worked. For earned leave, provisions of the Factories Act 1948 shall be followed.

(b) *Casual Leave:* The permanent workmen shall be granted Casual Leave for 9 days with pay in a Calendar Year as per provisions in this respect in the Standing Orders applicable to the workmen.

(c) *Sick Leave:* (i) Every permanent workman who is covered under the ESIS shall be entitled to 3 days Sick Leave in a Calendar Year. This will be in addition to the benefits accruing to workmen under the ESI Scheme. This Sick Leave shall be available on Certificate from ESI doctor.

(ii) Such of those permanent workmen who are not covered under the ESI Scheme will be entitled to 10 days Sick Leave with full pay in a year as per provisions in this respect in Certified Standing Orders applicable to him on production of Medical Certificate from Registered Medical Practitioner for Sick Leave exceeding 3 days at a time.

As and when the ESI Act is amended with respect to coverage and if any of the workmen should be brought back under the ESI coverage, his leave entitlement from the date of cessation of coverage will be as applicable for workmen not covered under the ESIS. Sick Leave can be accumulated for maximum of 3 years.

(d) *Encashment of Casual Leave:* Permanent workmen who have to their credit unutilised Casual Leave at the end of a year, shall be entitled to leave wages for the number of days remaining unutilised to their credit at the end of each year. This shall be paid during the second fortnight of January of each year.

2. Paid Holidays and Restricted Holidays:

All the workmen shall be granted 9 Paid Holidays and 1 Restricted Holiday in a Calendar Year. Out of 9 Paid Holidays, five days will be observed as National Holidays as mentioned below:

- | | |
|------------------|---------------------------|
| (1) 26th January | Republic Day. |
| (2) 1st May | International Labour Day. |

- | | |
|-------------------|---------------------|
| (3) 15th August | Independence Day. |
| (4) 2nd October | Mahatma Gandhi Day. |
| (5) 19th December | Goa Liberation Day. |

The remaining 4 days of Paid Holidays and 1 Restricted Holiday shall have to be decided before 15th of December of the preceding year by the Union, out of the existing list as given in Annexure "C". For availing of Restricted Holidays, the workmen concerned will inform the Management two weeks in advance before the Restricted Holiday become due. To be eligible for such Paid Holiday/Restricted Holiday, the concerned workman should have worked on the previous or succeeding working day.

3. (a) *Rate of Payment for Leave and Paid Holidays:* Payment for leave and paid holidays will be at a rate equal to the daily average of the total earnings of the workmen for the days he worked during the preceding 3 months exclusive of any overtime and other allowances but inclusive of dearness allowance.

(b) *Uniforms and other accessories to Workmen:* It is agreed that the permanent Tyre Builders and Tyre Curing Operators shall be supplied with 3 sets of Uniforms in a Calendar Year as against 2 sets given for the present. For the rest of the workmen, the existing practice of providing 2 sets of uniforms shall continue. The workmen who are provided with the uniforms shall have to use them while at work.

(c) *Shoes:* It is agreed that the permanent workmen will be given a subsidy of Rs. 35/- towards purchasing a pair of shoes in the 1st Quarter of Calendar year. In case, the workmen who are eligible for safety shoes under provisions of Factories Act, 1948, will be provided with safety shoes in lieu of the above subsidy.

(d) *Soaps and Towels:* It is agreed that the existing practice of supplying soaps and towels for individuals will continue. It is further agreed that the workmen who are not in receipt of soaps and towels for the present will also be entitled to one soap per month and one bath towel per year.

(e) *Sweaters to Watchmen:* It is agreed that permanent watchmen shall be supplied with one sweater costing not more than Rs. 50/- once in two years or cash payment of Rs. 50/- in lieu of the same. In addition, existing system of issue of Gumboots and rain wear will continue.

4. Transport facility:

The Bus facility as existing for the present shall continue. The workmen shall pay the present rate of transport charges which shall be deducted from their monthly wages. Only the employees of the company holding passes issued by the company and valid for the period in question shall alone be allowed to travel by company arranged buses for reporting for work and vice-versa. Persons found travelling in the bus without valid pass or written authority shall be liable for action. In the event of General Bus Strike or unforeseen circumstances the buses are not able to ply, a mutually agreed substituted working day will be fixed for such occasion.

5. Canteen subsidy:

It is agreed that workmen's contribution to one meal per shift which has been provided will be 25% and the Management will bear the remaining 75% of the cost of the meal. The Canteen Committee shall decide the Menu. Any escalation in the cost will be discussed with the Management and the Union. However, the ratio of subsidy will remain as mentioned above.

Free tea: It is agreed that the Management shall provide 2 free teas in a shift to workmen on duty. The present system of coupons shall continue.

6. Sports, recreational/library facilities:

It is agreed that two Joint Committees consisting each of equal number of workers' representatives and management representatives shall be constituted to administer these two

facilities, respectively. The workers' representatives will be nominated by the Union and the Management Representatives will be nominated by the Plant Manager. The Committee shall lay down the modalities. The Management shall make necessary arrangements to implement the unanimous decisions of the committees and approved by the Plant Manager. It is agreed to constitute two committees for this purpose as early as possible.

The benefits of this settlement shall be available to the workmen other than clerical staff who are in service of the company on the date of signing of this settlement and those who join the service of the company thereafter.

All other terms and conditions of service which are applicable for the present as contained in settlement dated 16-10-1976, 15-5-1978 and 1-8-1979, unless altered by this settlement, shall continue to be binding as at present during the operative period of this settlement also.

Unless otherwise indicated in this settlement, the operative part of the settlement shall be effective from 1-10-1980.

The Union/Workmen withdraw with immediate effect the present strike which commenced from 17-2-1981, and to start with, the factory will start in phases. (Concession of 10 days time for reporting for work will be allowed for workmen).

It is agreed that no wages shall be paid for the period of strike. Strike period will not, in any way, affect the continuity of service.

Remaining Issues Other Than Treated Above: It is agreed that besides what has been stated above, other items of the 48 Points Charter of Demands (contained in the letter dated 24-7-1980) of the Goa MRF and Rubber Industries Workers Union are either treated as dropped or withdrawn.

Reciprocity:

(a) During the currency of the settlement, the Union/Workmen shall not press any demand involving financial burden on the company.

(b) The Union and the Workmen undertake to cooperate in maintaining good industrial relations, peace and harmony. It is further agreed that differences and problems, if any, would be mutually discussed and settled amicably through constitutional means.

(c) The Union/Workmen further agree that this settlement fully and finally settles all the demands raised by them in the Charter of Demands dated 24-7-1980.

(d) It is agreed that the workmen/union shall render full cooperation to the management and assure cordial industrial relations to the cause of maximising productivity, whereas, the employer assures the workmen/union all possible cooperation to maintain good industrial relations and to take them into confidence at all levels for better productivity.

(e) (i) In view of the above assurances given by the workmen and the Union and their commitment to foster and ensure the stability and prosperity of the Usgao-Ponda, Goa Unit of MRF Limited, and with a view to mitigate the sufferings of the workmen and to meet out their immediate financial needs, the Management after taking all factors into consideration, agrees to pay a recoverable advance of Rs. 1,000/- to each of the permanent workmen on rolls of the company as on 1-10-1980 and who report for work. The advance shall be recovered in 20 equal monthly instalments from the wages payable commencing from the month of August, 1981.

(ii) In view of the above, the Festival Advance payable to the permanent workmen, vide Clause 8, Part III of this agreement, for the Calendar Year 1981, shall be restricted to Rs. 250/- only. The Festival Advance payable thereafter for subsequent years shall be in accordance with the above referred clause.

(f) The period of training/probationary period of the trainees/probationers on the rolls of the company as on date

but not confirmed yet will be extended by a period equal to the duration of strike period and these days will be deemed as dies non for all purposes.

(g) Arrears due under this settlement shall be paid to the permanent workmen in the service of the company as on the date of execution of this settlement and such arrears will be paid to them within two months.

(h) It is agreed that the existing facilities, advantages, concessions, privileges and responsibilities which are being enjoyed/carried out by workmen and not replaced or modified by this settlement shall continue to be enjoyed/carried out.

It is agreed between the parties that they shall make a joint application within a week from the signing of the settlement to the Hon'ble Industrial Tribunal, Goa, Daman and Diu, to whom certain demands are referred for adjudication as per Govt. Order No. 28/22/81/ILD dated 15-6-1981, praying the Tribunal to make a consent award in terms of this settlement in respect of the demands referred for adjudication and to treat the other matters covered under this settlement falling outside the order of reference as agreed between the parties.

Period of Settlement:

It is agreed that the settlement shall be in force for a period of 3½ years from 1-10-1980 to 31-3-1984 and shall continue to be in operation thereafter unless either party terminates the settlement by 2 months' notice as provided under section 19(2) of the Industrial Disputes Act, 1947.

SIGNATURE OF THE PARTIES

Representing the Management: Representing the Workmen:

1. E. M. Mathai

1. George Vaz

2. Raghu Gawde

2. R. V. Gaitonde

3. Anthony Fonseca

4. Joaquim Pereira

5. Raghuvir Chipkar

6. Peter Clemente

3. P. D. Athalye

Witnesses: (1) Sd/-

(2) Sd/-

Dated 28-7-81.

ANNEXURE 'A'

ORDER

No. 28/22/81-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the management of M/s. Madras Rubber Factory Ltd. (MRF Ltd.) Usgao, Ponda-Goa and their workmen represented by the Goa MRF and Rubber Industries Workers Union, Ponda-Goa in respect of the matters specified in the Schedule hereto annexed (hereinafter referred to as the said dispute).

Now, therefore, in exercise of the powers conferred by Clause (d) of Sub-section (i) of section 10 of the Industrial Disputes Act 1947 (Central Act 14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute to the Industrial Tribunal, Goa, Daman and Diu for adjudication.

SCHEDULE

"Whether the demand of the workmen of the M. R. F. Ponda, Goa raised in the Charter and incorporated hereunder is legal and justified?"

1. *Pay scales and Classification:* The present classification and gradation of workmen to be changed to Group I,

Group II, Group III, Group IV and Group V with the piece rate wage of Rs. 30/-, Rs. 25/-, Rs. 20, Rs. 15/-, and Rs. 10/- respectively.

2. *Pay Scales for Engineering Workmen:* The engineering workmen of the factory to be paid fixed monthly salary as against the present piece rate system of wage payment. Such fixation to be done for the engineering workmen starting from the highest salary of Group I operator.

3. *Dearness Allowance:* Fixed dearness allowance to be introduced at the rate of Rs. 550/- per month to all the workmen.

4. *Variable Dearness Allowance:* Variable Dearness Allowance to be introduced at the rate of Rs. 2/- per point for rise or fall beyond 371 points of all India Consumer Price Index with Rs. 60-100 as base. Such variable dearness allowance to be adjusted every quarter based on the average workmen for quarter ending September, December, March and June. Such changes in the D. A. and V. D. A. to be introduced with effect from 1-10-1980.

5. *Weightage:* Weightage in service to be given according to seniority at the rate of Rs. 15/- for every completed year of service from the date of joining.

6. *Privilege Leave:* Earned leave to be granted at the rate of one day for every ten days of attendance in the calendar year, and absence on account of leave or sickness, special leave, privilege leave or leave under the Employees State Insurance Scheme should be included as day's work for the purpose of calculating the leave. Also, the leave should be accumulated upto 60 days Casual leave to be introduced for 15 days in a calendar year, Sick leave to be introduced for 15 days in a year.

7. *Wages for weekly Day of Rest:* Workmen should be paid full wages for the weekly day of rest after having worked for six days in the week.

8. *Enhancement of House Rent Allowance:* Workmen should be paid house rent allowance at the rate of 30% of monthly wages of Rs. 150/- whichever is higher as against flat payment of Rs. 20/- at present.

9. *Payment of 100% Full Back Wages for the period of Holdup or Breakdown:* A piece rated worker to be paid 100% full back wages in the event of such breakdown or holdups taking place.

10. *Introduction of Shift Allowance for 2nd and 3rd Shift:* Shift allowance to be introduced at the rate of Rs. 5/- per shift per head for second shift and Rs. 7/- per shift per head for third shift.

11. *Enhancing of paid Holiday:* Paid holidays should be granted for 14 days per year as against seven days paid at present.

12. *Privilege Leave:* Privilege leave to be granted for one day for every ten days worked.

13. *Casual Leave:* Casual leave to be granted for 15 days in a calendar year.

14. *Sick Leave:* Sick leave to be allowed for 15 days with wages in a year exclusive of E. S. I. leave.

15. *Weekly Off:* Payment should be made @ 1½ times of extra wage for working on normal weekly day of rest.

16. *Payment of House Rent Allowance:* The existing fixed house rent allowance to be revised at the rate of 30% of monthly pay or Rs. 150/- whichever be more.

17. *Wages for Breakdown or Hold-Ups:* 100% payment of full back wages to be paid for the period for breakdown and hold-up.

18. *Job Description:* Job description of the existing jobs to be made.

19. *Leave Travel Concession:* Leave travel concession to be given to all workmen Rs. 800/- per year.

20. *Uniforms*: Uniforms to be supplied to the workmen in tyre building, curing section and to watchmen besides washing allowance @ Rs. 15/- per month.

21. *Free Transport*: Free transport to be provided to all the workmen to pick up duties and in the event of bus strike, agitation or accidents full salary to be paid for days workmen not being able to attend the duties.

22. *Out-Duty Allowance*: Out-Duty allowance to be paid at the rate of Rs. 15/- to the drivers while on duty.

23. *Trainees and Training period*: All trainees should be kept in Group IV category, Training period should be reduced to three months. No trainee should be put on independent charge.

24. *Leave Reserve Workers*: Leave reservation to be provided to the extent of 100% or above to Group C.

25. *Canteen Supervisor*: Canteen supervisor to be appointed and canteen subsidy to be made available to the extent of 75% of the total costs.

26. *Demands for Milk Supply*: Free milk to be supplied to all the workmen in Banbury, Laboratory and other engineering sections of the factory.

27. *Free Tea*: Free tea to be supplied twice besides snacks per shift to all the workmen of the factory.

28. *Library Facilities*: Recreation room to be provided together with library facilities.

29. *Recreation Room Facilities*: Adequate recreation room facilities to be provided to the factory.

If the answer be in the negative, to what relief if any, are the above mentioned workmen entitled to under the separate heads of demand and from which date.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

N. D. Vengurlekar, Under Secretary (Industries and Labour).

Panaji, 15th June, 1981.

ANNEXURE 'B'

Classification of Jobs under three Groups

Department	Group I	Group II	Group III
1. 11-D Banbury	1. Operator 2. Millman 3. Compounder	1. Trucker 2. Dipper 3. Stacker 4. General Helper	
2. 3-M Banbury	1. Operator 2. Millman 3. Compounder	1. Trucker 2. Dipper 3. General Helper	
3. Open Mill Mixing	1. Millman 2. Compounder	1. Stacker Dipper 2. General Helper	
4. 10" Tuber (Tread & CB Crew)	1. Millman 2. Operator 3. Reliever	1. Conveyorman 2. Booker 3. Hot Cushion Man	
(Flap & Apex Crew)	1. Millman 2. Operator 3. Reliever		1. Booker
5. 4" Tuber (Flap & Apex Crew)	—	1. Operator	1. Booker 2. Conveyorman 3. Reliever
6. Tread Rubber Packing	—	—	1. Packer
7. 68" Calender: (Fabric & Friction Crew)	1. Operator 2. Millman 3. Feedman cum Reliever	1. Let-off Man 2. Wind-up Man 3. General Helper 4. Liner Rewinder	—
(Cushion Crew)	1. Millman/Operator	1. Wind-up Man	—
(Liner Drying Crew)	—	1. Let-off Man 2. Wind-up Man	—
8. Liner Dipping & F. R. Packing	—	—	1. Dipper/Packer
9. 36" Calender	—	1. Operator/Millman 2. Wind-up Man 3. Liner Rewinder	—
10. Banner Cutter I & II	—	1. Operator 2. Splicer 3. Let-off Man 4. Wind-up Man	—
11. B. C. Liner Rewinding	—	—	1. Liner Rewinder
12. Band Building	—	1. Band Builder 2. Breaker Builder	1. B. B. Serviceman
13. 30"/60" Slitter	—	1. Operator/Let-off Man 2. Wind-up Man	—

Department	Group I	Group II	Group III
14. Bead Section		1. Bead Winder 2. Bead Wrapper 3. Bead Flipper	1. B. W. Helper
15. Tyre Building	1. Truck Tyre Builder	1. ADV, JEEP & Scooter Tyre Builder	1. Tyre Building Serviceman
16. Curing Department	1. Truck tyre and ADV, Jeep Tyre 2. Curing Operator	1. Scooter Tyre Curing Operator 2. Flap Curing Operator 3. Bladder Curing Operator 4. Mud Flap Curing Operator 5. Post Inflation Operator	
17. Finishing Department		1. Repairman 2. Primary Inspector	1. Trimmer 2. Painter
18. Final Inspection Department	—	—	1. F. I. Operator
19. Despatch Department			1. Despatch Operator
20. Chemical Compounding	1. Chemical Compounder		
21. Laboratory		1. M. R. C. Lab Operator	
22. Cement House		1. C. H. Operator	
23. Salvage			1. All Operators
24. Indirect Departments	1. Engineering Workmen	1. Planning Operators 2. Engg. Stores Operators 3. Main Lab. Operators 4. R. M. Stores Operator (Chemical issues)	1. Stock Dept. Operator 2. T. D. E. Operator

Time Scale Workmen — Drivers & Watchman

Note: This does not indicate the crew strength in various departments.

ANNEXURE 'C'

Indirect Piece Rate Calculations

For finding out the Overall Plant performance, the sum of total Piece Rate amount and breakdown amount and the corresponding sum of Piece Rate Hours and Breakdown Hours is found out grade-wise as shown in Appendix I.

The following are the conversion factors:

1. From GR II to GR I	$\frac{23.00}{18.50} = 1.24$	GR III to GR I	$\frac{23.00}{14.25} = 1.61$
2. From GR I to GR II	$\frac{18.50}{23.00} = 0.80$	GR III to GR II	$\frac{18.50}{14.25} = 1.30$
3. From GR I to GR III	$\frac{14.15}{23.00} = 0.62$	GR II to GR III	$\frac{14.25}{18.50} = 0.77$

Engineering Piece Rate Calculations

Amount	Hours	
1	1	
X	Y	
1	1	
1.24 × X ₂ ¹	Y ₂	
1.61 × X ₃ ¹	Y ₃	
a	b	
		$\frac{a}{b} \times 1.04 = \text{---}\%$

Indirect Workmen Piece Rate Calculations

II GRADE

X	Y	
2	2	
0.80 × X ₁	Y ₁	$\frac{a1/b1}{2.313} \times \text{---}\%$
1.30 × X ₃	Y ₃	
a	b	
1	1	

III GRADE

X	Y	
3	3	
0.62 × X ₁	Y ₁	$\frac{a2/b2}{1.78} \times \text{---}\%$
0.77 × X ₂	Y ₂	
a	b	
2	2	

I GRADE			II GRADE			III GRADE		
AMT	HRS		AMT	HRS		AMT	HRS	
X	Y		X	Y		X	X	
1	1		2	2		3	3	
Less Chem. Comp.	C. C. (P)	C. C. (H)	Less Salvage	S(P)	S(H)	Less Salvage & Servicemen	BBS(P) + S(P) + TBS(P)	BBS(H) + S(H) + TBS(H)
	1	1		1	1		X 1	Y 1
	X	Y		X	Y		3	3
	1	1		2	2			

ANNEXURE "D"

1. Good Friday.
2. Feast of St. Francis Xavier.
3. New Years Day.
4. Christmas.

5. Ganesh Chaturthi (2 days).
6. Diwali.
7. Dussehra.
8. Id-UI-Fitr.
9. Id-UI-Zuha.
10. Muharram.

Order

No. 25/14/79-ILD

The below mentioned notification No. U-23017/9/80-M.IV dated 13-8-1981 issued by the Government of India, Ministry of Labour, New Delhi constituting an Advisory Committee for the Union Territory of Goa, Daman and Diu published in Gazette of India is hereby republished for information of all concerned.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 9th September, 1981.

GOVERNMENT OF INDIA

(BHARAT SARKAR)

MINISTRY OF LABOUR

(SHRAM MANTRALAYA)

Dated, New Delhi the 13th August, 1981

Notification

S.O.—In exercise of the powers conferred by section 5 of the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Act, 1976 (61 of 1976), read with sub-rule (2) of the rule 3 of the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Rules, 1978, and in supersession of the notification of the Government of India in the Ministry of Labour number S.O. 1990 dated 6th May, 1976 the Central Government hereby constitutes an Advisory Committee for the Union Territory of Goa, Daman and Diu with the following as members, namely:—

1. Labour Minister, Goa, Daman and Diu—Chairman.
2. Welfare Commissioner, Iron Ore Mines Labour Welfare Fund, Goa, Daman and Diu, Panaji—Vice-Chairman.
3. Regional Labour Commissioner (C) 2nd Floor, Wakefield House, Sprott Road, Ballard Estate, Fort Bombay.
4. Shri Herculano Dourado, Member of the Legislative Assembly, Near Post Office, Vasco da Gama—Member of the Legislative Assembly.
5. Shri Laxmikant P. Kudchadkar, Mine Owner, Curchorem, Goa—Representative of the Iron Ore Mines and Manganese Ore Mines Owners of Goa.
6. Shri Pradeep M. S. Talaulicar, Hira Mahal, Dr. Dada Vaidya Road, Panaji-Goa—Representative of the Iron Ore Mines and Manganese Ore Mines Owners of Goa.
7. Shri Prabhakar Donde, Goa State Committee of Centre of India Trade Unions, Post Box No. 90, Vasco da Gama—Representative of mine workers.

8. Shri V. A. Gawas, General Secretary National Mines Workers Union Quepem Goa—Representative of mine workers.
9. Mrs. Nirmala P. Sawant, Residence, Marcela, Goa—Women Representative.
10. Welfare Administrator Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Goa, Daman and Diu, Panaji—Secretary.

2. In pursuance of rule 16 of the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Rules, 1978 the Central Government hereby fixes Panaji to be the headquarters of the said Advisory Committee.

Sd/-

(R. K. DAS)

Under Secretary.

(F. No. U-2017/9/80-M. IV)

Finance Department (Expenditure)

Order

No. 2/12/73-Fin(Exp)

On the recommendations of the Departmental Promotion Committee, the Administrator of Goa, Daman and Diu is pleased to order promotion of Shri K. G. Warriar, Assistant Accounts Officer under Common Accounts Cadre, to the grade of Dy. Director of Accounts/Accounts Officer in the pay scale of Rs. 840-40-1000-EB-40-1200 from the date of his taking over charge and post him as Administrative-cum-Accounts Officer in the River Navigation Department, Panaji against the vacancy of Shri S. P. Karmali, Accounts Officer on deputation to the Rural Development Agency. He will be on probation for a period of two years in the first instance.

By order and in the name of the Administrator of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Finance).

Panaji, 17th October, 1981.

Order

No. 2/12/73-Fin (Exp)

Shri A. P. Siddhaye, Accounts Officer on deputation to the Institute of Public Assistance (Providoria), is reverted to his

parent cadre and posted as Dy. Director of Accounts in the Directorate of Accounts, Panaji, vice Shri S. R. Dhupkar, Dy. Director of Accounts transferred.

2. The services of Shri S. R. Dhupkar, Dy. Director of Accounts, Directorate of Accounts, Panaji are placed at the disposal of Under Secretary (Revenue) for his appointment on transfer on deputation as Administrative-cum-Accounts Officer in the Institute of Public Assistance (Providoria) Panaji. The terms and conditions of his deputation will be the same as contained in the Government of India, Ministry of Finance Office Memorandum No. F.10(24)/3/60, dated 4-5-61 as amended from time to time.

3. The deputation period will be for one year in the first instance.

4. The Institute of Public Assistance, Panaji, shall be liable to pay to Government the leave salary and pension contribution of Shri Dhupkar at prescribed rates.

5. The order will come into force with immediate effect.

By order and in the name of the Administrator of Goa,
Daman and Diu.

Subhash V. Elekar, Under Secretary (Finance).

Panaji, 17th October, 1981.